

ESSEX SAFEGUARDING ADULTS BOARD



ANNUAL REPORT

2021/22

A black and white photograph of an elderly woman with short, wavy hair, smiling warmly. She is wearing a light-colored, textured sweater over a dark turtleneck and a necklace with a diamond-shaped pendant. She is standing in a doorway, with her right hand resting on the door frame. The background shows a dark wooden door with a brass knocker and a light switch on the wall to the left.

2021/22

1. FOREWORD BY INDEPENDENT CHAIR

It gives me real pleasure to introduce our Annual Report for 2021-2022. This has been an extremely busy year for the Essex Safeguarding Adults Board and its partnership, and I continue to be moved by the dedication and commitment, shown every day, by our teams, who work continuously to prevent abuse in Essex, and enable people to live free from harm.

We experienced the second and third Covid lockdown periods in 2021 and saw some improvement in early 2022, and this year has been a period of change in many ways, not least with the learning we have all gained from the Pandemic; but the tragic impact on people and families, paralleled with changes in practice, systems, and notably the impact on Care Homes and Hospitals.

This however did not prevent preparation for development of the Integrated Care Systems. Essex was presented with three Integrated Care Boards (ICBs) crossing our County, producing one of the most complex mapping arrangements in England. However, as the CCGs transition, they have reviewed NHS child and adult safeguarding arrangements to ensure that they remain fit for purpose, with the Essex Safeguarding Adult Strategy thus remaining of extreme importance, to set out safeguarding assurance expectations. ESAB will continue to lead the way forward, to protect our most vulnerable, from abuse and neglect. Our three statutory partners, Essex Police, the NHS Clinical Commissioning and Adult Social Care have strongly supported our Board, via senior level representation and Chairing our delivery sub-groups, attended by multi-agency partners.



Deborah Stuart Angus



Independent Chair's Foreword (cont.)

We have delivered many examples of close partnership working, for example, we have supported the local mental health trust, in order to gain assurance on the implementation of their Patient Safety Strategy, how this is being embedded into the staffing culture and into everyday practice. The Board and Adult Social Care have closely supported HMP Chelmsford, in the development of their safeguarding adult activity, providing guidance and a shared approach to raising concerns, and we have also taken a pro-active interest in emerging concerns in relation to suicides in our County, working closely with Public Health and Children's Arrangements. This work will continue through 2022-23.

In the reporting year, Essex Police have championed a Public Protection Vulnerability Board, supported by thematic leads in key safeguarding areas such as mental health and missing people, along with developing greater consistency in high-risk domestic abuse assessment. The introduction of the Domestic Abuse Problem Solving Team (DAPST) in 2021, has contributed to a dynamic approach to safeguarding.

Our Health Executive Forum set out a clear pathway for a Female Genital Mutilation service, enabling improved prevention, support, management, and reporting, along with producing a business case for improvement for the Eating Disorder Pathway. During the reporting year the Southend, Essex, and Thurrock shared Board Group, reviewed and updated various Safeguarding Adult Practice Guidance and for policy on Modern Day Slavery.

We have worked with other vital Boards in Essex, such as Health and Well Being; Safer Essex; and the Southend, Essex, and Thurrock Domestic Abuse Board, and where possible, have aligned strategies, to dovetail what we do, to prevent duplication, and make for a more robust, targeted approach. This was of particular importance during the Pandemic, as was the development of the Care Sector Hubs, providing a joined up multi-disciplinary response to Covid-19, aiming to manage the many issues and challenges faced by the Care Sector.

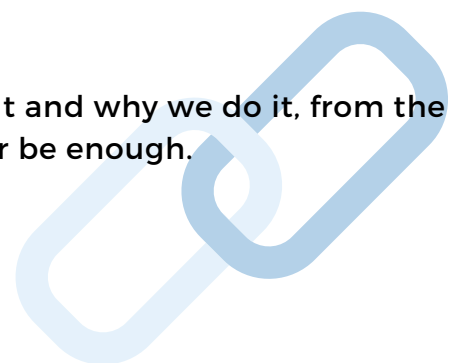
The Essex Safeguarding Adults Board (SAB) is responsible for Safeguarding Adult Reviews (SAR), under Section 44 Care Act 2014, and during the reporting year we received several referrals, but a proactive decision had been made in 2020 to delay implementation to ensure that all staff were released to the front line. This was mitigated in early 2022, and learning continues to be embedded and shared across the partnership. We have also seen good take up of our e-learning resources, despite ongoing work pressures on all partner staff, with continued virtual attendance at Safeguarding Adult Awareness courses, and shared offers with Children's arrangements, such as courses on Hidden Harm and Drug and Alcohol Abuse.

I think you will gain insight into what we do, how we do it and why we do it, from the following pages, and my thanks to our partners will never be enough.

Deborah

Deborah Stuart-Angus

BSc(Hons) CQSW Cert.Ed. Dip.App.SS



2. REPORT CONTENTS

This report details:

- The impact of Essex Safeguarding Adult Board (ESAB) and how we have sought assurance from our partners
- How ESAB has met adult safeguarding strategic priorities from April 2021 until March 2022, and what members have achieved
- ESAB's structure and our safeguarding activity deployed through our Sub-Committees
- the findings of Safeguarding Adult Reviews (SARs), which have concluded in the reporting year; implementation of the lessons learned and our ongoing Reviews
- ESAB's income and expenditure
- ESAB's strategic priorities and Business Plan for 2021-24



Since January 2020, ESAB has been chaired by the Independent Chair, Deborah Stuart-Angus. The Board is supported by a full time Board Manager, a Safeguarding Adult Review Officer, a Business Support Officer and a Senior Communications Officer.



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4. WHAT IS THE ROLE OF ESSEX SAFEGUARDING ADULTS BOARD?

ESAB is a statutory body, committed to protecting the adults in Essex, who have care and support needs, to live in safety - free from abuse and neglect.

We work to assure that local safeguarding arrangements and our partners, act in accordance with our multi-agency safeguarding adult policy and procedures, to help and protect adults across our County. ESAB also collaborates with wider strategic partnerships across Essex, to ensure that where safeguarding responsibilities are spread across organisations, there is a clear understanding of where responsibility lies, and that a robust joined-up approach, is in place. Safeguarding works best when people and organisations work together to prevent harm, and try to remove risks that can bring about abuse, and or neglect.

Our core duties are to:

1. Develop and publish a strategic plan setting out our priorities and how we will meet our objectives
2. Publish an annual report detailing how effective work has been
3. Commission Safeguarding Adult Reviews (SARs) for any case which meet the lawful criteria to do so, or commission a SAR on a discretionary basis, where it is deemed that learning for the organisations involved, can be gained

Our key priorities are to:

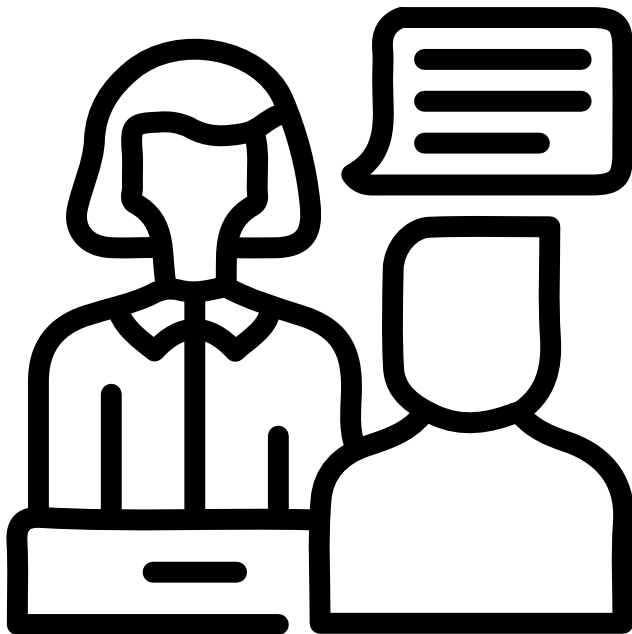
- Provide strategic direction for how organisations safeguard adults at risk across our partnership
- Develop and review multi-agency adult safeguarding policies, procedures and guidance
- Monitor and review the implementation of our strategy, policy, procedures and our delivery
- Promote and deploy multi-agency safeguarding training
- Undertake Safeguarding Adult Reviews (SARs), share lessons learned from outcomes and develop appropriate action plans for improvement
- Hold partners to account, proffer challenge and gain assurance of the effectiveness of safeguarding arrangements

5. WHAT IS A S42 ENQUIRY?

Section 42 of the Care Act 2014 requires that each Local Authority must make enquiries (or cause others to do so) if it believes an adult is experiencing, or is at risk of, abuse or neglect. When an allegation about abuse or neglect has been made, an enquiry is undertaken to find out what, if anything, has happened.

An enquiry should establish whether any action needs to be taken to prevent or stop abuse or neglect, and if so, by whom.

The findings from the enquiry are used to decide whether abuse has taken place and whether the adult at risk needs a protection plan. A protection plan is a list of arrangements that are required to keep the person safe.



6. ESAB STRATEGIC PLAN

ESAB have continued to deliver our Strategic Plan for 2021-24, (published April 2021). This sets out our vision of what we want to achieve, with our deliverables clearly populating our Business Plan. The latter sets the blueprint for all ESAB Committee work plans – the delivery arms of our Board. This is reviewed annually, and regularly monitored and rated against achievement, to gain assurance of completed actions and to identify any new or emerging priorities, or work that we need to undertake. Our priorities are:

PRIORITY 1: PREVENTION & AWARENESS

We will improve the awareness of adults at risk within and across our communities and partner agencies, and we will work to prevent abuse and neglect.

PRIORITY 2: LEARNING

We will be open and transparent, sharing lessons learned from safeguarding practice and promote the development of an up to date, competent and skilled shared workforce.

PRIORITY 3: QUALITY

We will assure our own work, learn from experience, and set up processes to give insight into our ongoing commitment to continuously improve safeguarding.

7. IMPACT AND CHALLENGE



ICS / Health Changes

Following on from the Government announcement of the development of the Integrated Care Systems (ICSs) and associated Integrated Care Boards (ICBs), Essex has one of the most complex mapping arrangements. Our County is covered by three separate ICS' and ICBs. Throughout 2021/22, representatives from NHS governance structures were asked to share quarterly updates, ensuring that we were up to date with ongoing development and change plans. We also sought safeguarding adult assurance for current links and safeguarding processes to be maintained, throughout this new phase for the NHS.

Our Chair advised that a further challenge to the NHS was the lack of safeguarding being mentioned in the government issue white paper regarding ICS changes to the health system. Assurance was sought in relation to how NHS governance partners were ensuring that adult safeguarding was a continued priority for ICS delivery systems. The ICS/ICBs will be an ongoing focus for ESAB, and we will continue to seek further assurance, moving into 2022, given implementation falls on July 1st, 2022.

Mental Health

Throughout 2021/22 ESAB has offered and provided support to the local mental health trust, Essex Partnership University Trust (EPUT). We have also sought assurance on the implementation of their Patient Safety Strategy and how this is being embedded into its people culture and everyday practice. We have also supported and contributed to the Government Public Inquiry, that commenced during the year, with regard to patient safety and Care Quality Commission recommendations. This has been welcome by EPUT, its CEO, Paul Scott and their Senior Leadership Team.



The Pandemic and Covid 19

Safeguarding Adult Boards in Southend and Thurrock, along with statutory partners across the whole of Essex met regularly throughout the Pandemic to ensure that each Board was aware and clear about the impact made by Covid, throughout 2021/22. This ensured appropriate information sharing; identification of high risk; early intervention and the sharing of good practice models. ESAB also set out a Covid Assurance Framework and engaged in recovery planning, seeking assurance with regard to the ongoing statutory requirement to continue to safeguard adults at risk, and make relevant referrals.

Care Home Covid Report

Our Independent Chair, Deborah Stuart-Angus, was commissioned by Essex County Council, in a separate piece of work, to review the impact of Covid on our many Care Homes. This report is expected to be published during the 2022/23 year.

Suicides in Essex

In the latter part of the year, ESAB noted the emerging concern in relation to suicide. Essex is home to one of the most deprived areas in the UK and has two areas that fall within the top three national areas, with regard to suicide. To start to address these concerns, our Chair invited the lead for the local Suicide Prevention Strategy to ESAB, to gain assurance on the impact of delivery in relation to adult safeguarding; met with Public Health Essex to share views; met with the Chair for Children's arrangements - to agree priorities and ensure that any work going forward was shared - and provided a joint presentation to a specially convened Adult and Children's Board meeting in February 2022. It is jointly acknowledged there is still a lot of work to be done, and our concerns about suicide amongst young people and adults will remain ongoing for 2022/23, as will be working together, with clear lines of governance and accountability.

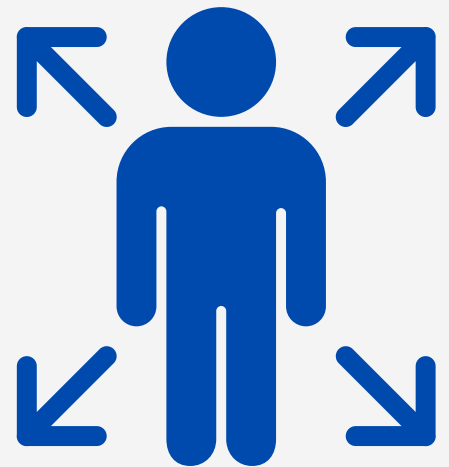


8. BOARD AND EXECUTIVE COMMITTEE



ESAB and its Executive Committee have met four times (respectively) during 2021/22. The Committee drive the business of the Board, to ensure oversight of our Business Plan and delivery of our vision. We have also monitored all learning outcomes and recommendations from Safeguarding Adult Reviews; reviewed and acted on the impact of Covid 19 across our Partnership; monitored implementation of the ICS ; supported EPUT with the Government Inquiry and provided support to HMP Chelmsford in relation to safeguarding adult improvement recommendations ; overseen the ESAB budget and managed the risk register, advising ESAB on assurance required to mitigate and address particular risk areas.

How we deploy the risk register and its model will be revised in 22/23. Work from the Committee has also ensured that our Constitution, has been updated and approved and that the completed Safeguarding Adult Review for the reporting year was approved




9. OUR THREE STATUTORY PARTNERS



9.1 ADULT SOCIAL CARE

Over the last eighteen months, Adult Social Care (ASC) have seen a significant increase in safeguarding concerns being raised, with a total of 17,056 being referred during the financial year of 2021-2022 which is significantly higher than any previous year. ASC are continuing to see high volumes since April 2022. Over the last two years they have been trialling and implementing a safeguarding triage team, which following successful recruitment, took on responsibility of triaging element of all safeguarding adult concerns being raised to the local authority as of January 2022. What has become clear, as a result of this work, is a levelling out of the conversion rate of section 42 enquiries across the four quadrants in Essex, which demonstrates a much more consistent approach to how triage is taking place, how safeguarding thresholds are applied and how ASC are making safeguarding personal. The conversion rate is sitting at approximately 29-31% of concerns progressing to section 42 enquiries and of those which don't need to progress, approximately 20% still require some input either through case management, a care act assessment or a care act review.


ASC's Organisational Safeguarding Team have remained extremely busy throughout the pandemic and beyond and have seen an increase of 30% in the referrals made, dealing with over 500 concerns in 2021-2022, which was unprecedented. The team have a focus of working in collaboration with providers, ASC's Quality Team and system partners to reduce safeguarding and quality concerns and ensure enhanced outcomes for the adults of Essex. Part of the work includes offering education and informal training in relation to managing risks, safeguarding and Mental Capacity Assessments practice and care plan workshops.



9.1 ADULT SOCIAL CARE

As a result of the pandemic and difficulties faced in the provider market, in January 2021, ASC set up the Lifeboat Crew, which relies on ASC frontline workers being on a rota and being prepared to provide hands on care in provider settings when all other avenues for support have been exhausted, including when our Providers of Last Resort have been fully utilised. There are currently 49 ASC workers on the rota, who have been called upon as needed over the last eighteen months. They have had previous direct care experience and were given additional training to support their development and ensure they are up to date with providing direct care delivery. The Lifeboat crew recently won an award for this innovative way of supporting the provider market.

ASC have been working toward the plans and implementation of Liberty Protection Safeguards (LPS) and have a steering group in place to support decision making and consider what ASC and colleagues in Children's Services will need to do to ensure they are ready to implement the new legislation when it comes in. As part of this ASC have enhanced their training offer in relation to mental capacity training to all ASC and EPUT staff and have just re-introduced additional opportunities for the workforce to undertake Best Interest Assessor Training. ASC have also delivered workshops to raise awareness to the workforce and are linking closely with colleagues in the ICB's to ensure all will be ready as a health and social care system. ASC have submitted a thorough and formal response to the consultation and expect to hear more about the outcomes of the consultation over the coming months.



9.1 ADULT SOCIAL CARE

More recently ASC have worked closely with colleagues in Children's Services (CSC) to set up a Transitional Safeguarding Protocol, looking at ways they can effectively work together to reduce risks to young people, who may not strictly meet the criteria for support under the Care Act (2014). This work is in the early stages and follows on from the government paper, Bridging the Gap (2018). There is now a multi-agency working group set up to ensure this work can be further developed. ASC together with CSC and system partners have however, already held a couple of multi-agency risk management meetings (MARM's) about young people to look at how the system can best support them, but also to consider how threats to them may be broader community threats, so that collectively as partners they can consider ways of working more effectively as statutory partners to reduce risks to both individuals and broader communities.

ASC are continuing to work closely across the partnership and together with colleagues from Mid & South ICB will be delivering some safeguarding training to HMP Chelmsford this Autumn, by way of strengthening working relationships and knowledge/skills in relation to safeguarding in the prison setting.

ASC have been able to do some positive joint work with Essex Partnership University Trust (EPUT) particularly in relation to some complex safeguarding situations, where they have put usual processes/protocols aside, to come together as an MDT to work jointly with adults where it is not essentially clear which organisation should take a lead role to support the adults. This has led to some positive outcomes for adults involved and has highlighted the benefits of positive partnership working. ASC and EPUT will continue to strengthen opportunities to work this way in the future.

9.1 ADULT SOCIAL CARE



During the pandemic ASC were instrumental in setting up the Care Home Hubs with system partners to provide wrap around support to the Care Market, in what were clearly unprecedented times. During peak times, the multi agency care home hubs were meeting daily in each quadrant (area of Essex) and members of the hubs linked with providers to offer advice/support. The hubs had the ability to flex up or down as needed, this integrated way of working was really positive and enabled the right support at the right times for providers. However as all have moved back to more business as usual, ASC now have in place monthly Care Sector Quality Support Hubs, which have the same membership of system partners who come together to discuss how they can collectively support the care market and to raise early indicators where providers might be experiencing difficulties so that plans can be implemented to work more proactively with them.

Finally, ASC and colleagues in CSC have been responding to the Homes for Ukraine Scheme, set up by the Government back in March 2022. This has meant additional work for both workforces who have been providing support, advice and information, home visits and DBS checks for the Hosts and their Ukrainian guests, which has been really positive.

9.2 ESSEX POLICE

Leadership and Structure

Safeguarding of vulnerable people is a priority for Essex Police, regularly reflected in the Police Public Protection Plan. Essex Police retain a high level of oversight and governance for adults at risk, led by the Assistant Chief Constable (ACC) for Crime & Public Protection (C&PP) and Criminal Justice.

The ACC holds a quarterly Public Protection Vulnerability Board attended by C&PP, and other Command areas who report on safeguarding activity, risks and issues. The Head of C&PP Command is a Detective Chief Superintendent, supported by two Detective Superintendents, who lead on Proactive & Partnership Investigations. This structure enables safeguarding adults to be championed throughout the organization, supported by thematic leads for particular safeguarding concerns, such as the impact of mental ill health and when people are missing. Our Operations Centre is a central safeguarding hub, acting as the point of entry into Essex Police for all public protection partnership-related enquiries and safeguarding referrals. The Centre also contains the Central Referral Unit (CRU, responsible for risk assessing and safeguarding high-risk victims of domestic abuse.

Essex Police are committed to working with partners, and have regularly and consistently engaged at Senior level with ESAB throughout the reporting year, as one of the three statutory partners. We also Chair the Quality Sub Committee, working together with other key partners, to review and quality assure policies and recommendations, in correlation with audit compliance and identifying learning



Activity, Initiatives and Operations

Due to the impact of COVID-19 in 2020, like many partners, Essex Police have adapted working practices, increasing agile and flexible working. Utilising IT platforms such as Microsoft Teams, has continued to ensure that Essex Police work effectively with partners to support vulnerable people, and produced greater attendance at multiple meetings from partnership agencies.

The centralisation of all secondary risk assessments for high-risk domestic abuse cases by CRU, has provided greater consistency, across the Essex Constabulary, increasing accuracy, timeliness and the quality of risk assessments, in relation to safeguarding.

Essex Police have seen the introduction of a Domestic Abuse Problem Solving Team (DAPST) in 2021, geographically located across the County. The Team, led by a Detective Inspector, focus on work with repeat victims of Domestic Abuse and commissioned services, and tackle repeat perpetrators, with a focus on referrals being made to the MAPPA process for the highest risk perpetrators. DAPST are regular attendees at Level 2 and 3 MAPPA Reviews, held to discuss perpetrator risk, and work well with statutory agencies, fulfilling the duty to co-operate.

In the reporting year, Essex Police have also developed a close working relationship with EPUT to improve prevention, response, and investigation into cases where mental ill health is a factor. Essex Police co-chair the quarterly Concordat meeting which is a multiagency forum to discuss whole system approach to mental ill health in the community, particularly where a member of the community has reached a crisis point and may need to be detained under S135 and S136 of the Mental Health Act (1983).

Additional work is ongoing in relation to improving information sharing with our partners. This is to develop earlier intervention opportunities, aiming to prevent serious harm to people who may experience mental ill health.

9.3 NHS



The seven NHS Clinical Commissioning Groups (CCGs) in Essex work collaboratively, with ESAB, through the Safeguarding Clinical Network (SCN) and Health Executive Forum (HEF). As the CCGs transition into three Essex facing Integrated Care Boards, they have reviewed the NHS child and adult safeguarding arrangements, to ensure that they remain fit for purpose, across the changing landscape.

SCN members work with colleagues from the Local Authority and Police on ESAB's key safeguarding priorities. Our work has included;

Prevention & Awareness

- Participation in the review of the Southend, Essex and Thurrock Safeguarding Adults Guidelines.
- Working with Police and Adult Social Care, throughout safeguarding adult investigations, to ensure those adults are safe, and protected from harm.
- Working with both ESAB and the Southend, Essex and Thurrock Domestic Abuse Board (SETDAB), particularly in relation to communications and access to services during Covid-19 restrictions.
- Providing clear guidance to multi-agency practitioners, health on Female Genital Mutilation (FGM), with regard to the three statutory duties to report, record and prevent cases of FGM.



Learning

SCN members collaborate and work closely with colleagues, as part of the SAR Sub-Committee to identify learning from cases and set out action planning for organisational recommendations for improvement in response to the outcomes from SARS. This has resulted in, but is not limited to the implementation of a new system of working in primary care, where following multi-agency working, appropriate processes were identified and prepared for implementation. This included GP training; liaising with management for medicines, to increase the effectiveness of medication review processes; establishing an SCN case review forum to collate recommendations and developing thematically based learning.

CCGs also developed early Liberty Protection Safeguards (LPS) implementation work streams, for a partnership and joint approach to implementation, at the appropriate point.

Mental Capacity Act (2005) and LPS training was also arranged, and funded by the CCGs, and offered system wide, with positive feedback received. Additional system wide training has also been made available, facilitated by the use of virtual classrooms.

Quality

With our partners, we have developed and implemented Care Sector Hubs to provide a robust and joined up, multi-disciplinary response to the impact of Covid-19 across our communities, and care sector. The Hubs are ongoing and are developing into fora to ensure that enhancing care sector support continues.

The CCG Safeguarding Teams have worked with partners and commissioned services, to promote person-centredness in Making Safeguarding Personal - whereby adults are encouraged to make their own decisions about how they live their lives; how they manage their safety and are provided with support and information to empower them to do so. This has increased recognition and understanding with regard to adult independence, choice and self-determination, including control about how their information is managed.

10. ESAB'S SUB COMMITTEES:

- SET Covid Committee
- Quality Sub Committee
- Prevention and Awareness Committee
- Safeguarding Adult Review (SAR) Committee
- Health Executive Forum
- Learning and Development Committee
- SET Policy and Procedures Working Group



10.1 SET COVID COMMITTEE

The SET Covid Committee met three times over the course of the year, looking at the impact of the then continuing pandemic for staff members and public receiving updates from the Local Authority, Essex Police and Health colleagues for Essex, as the country came out of the covid lockdowns the group assessed what would be required post pandemic.

Going forward the group are considering its current role, and if there is further need for this group to continue to meet, however feedback has been exceptionally positive, and the value of the Committee has not gone unnoticed.

**** This Committee was convened for assurance with regard to safeguarding issues related to covid but is not a formal committee under ESAB's structure.**



10.2 QUALITY SUB COMMITTEE

The Quality Sub Committee reviews safeguarding data on a quarterly basis. They have met four times in the past year and review the data from social care and health, which has been included in this report under key safeguarding information. It is hoped that in the coming year this will include police data. Police have presented data at various occasions when requested however for reporting purposes these figures have not been included in this ESAB report.



10.2.1 SAFEGAURDING KEY FACTS REVEIWD BY THE QUALITY SUBCOMMITTEE DURING 2020/21

17,034

Total number of safeguarding referrals raised



84%

of services in Essex are rated good or outstanding



4,889

Total number of section 42 enquiries

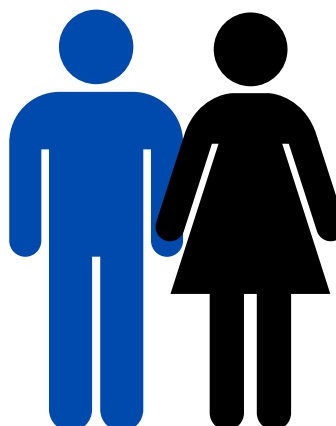


33 different ethnicity groups identified

2/3

Almost two thirds of all alleged victims were over the age of 65

More safeguard referrals are being raised on behalf of men than in previous years, however it is still a disproportionate number of safeguards raised for females.

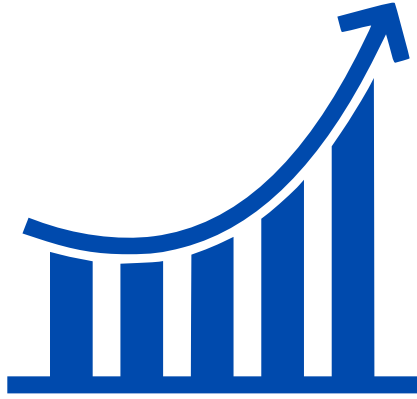


57%

Women

43%

Men



11%

Increase in safeguard referrals raised 2021-22, up from 15,370.



46%

of safeguard referrals were raised by service providers



61%

of enquiries were closed within 90 days.

0.76%

The population of Essex has grown by over 109,000 since census 2011.



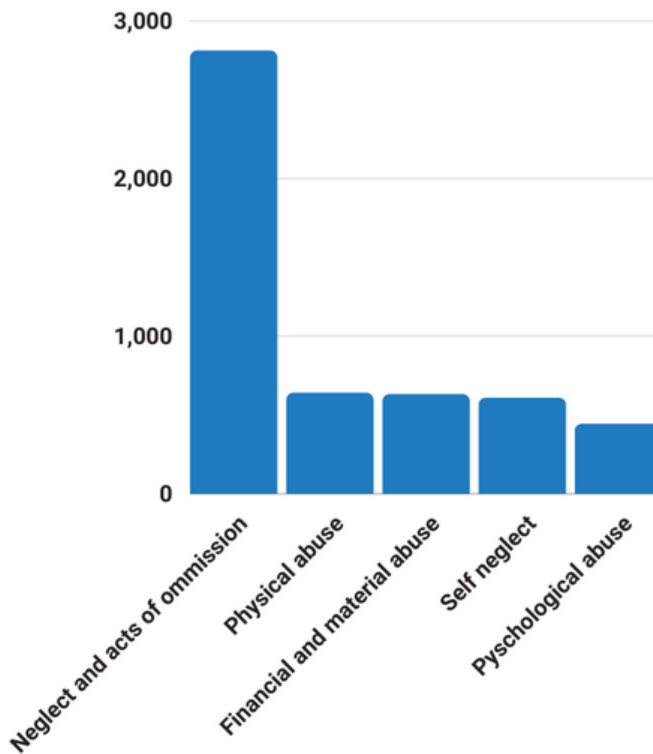
48%

of safeguard referrals raised were people known to services

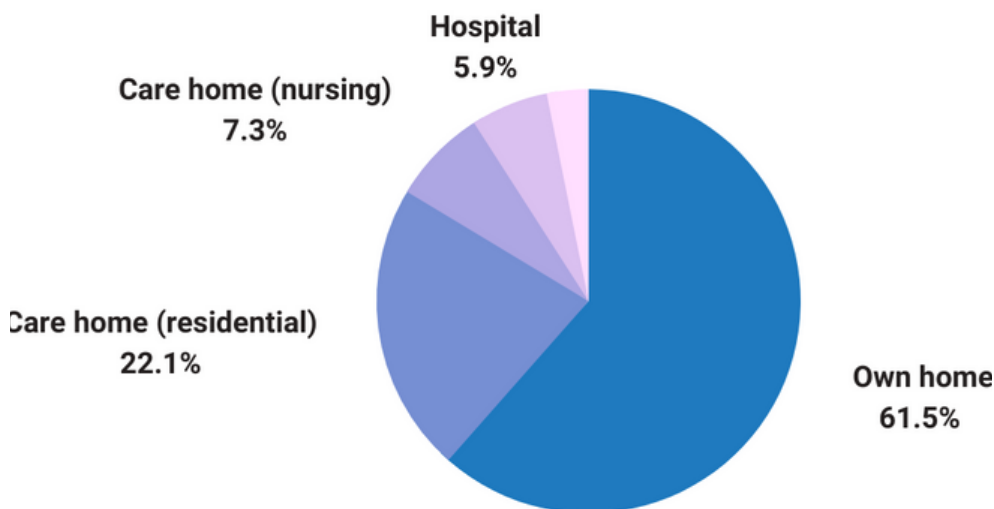


10.2.1 SAFEGAURDING KEY FACTS REVEIUED BY THE QUALITY SUBCOMMITTEE DURING 2020/21 (CONT.)

Abuse types 2021-22



Abuse locations 2021-22



10.3 PREVENTION & AWARENESS SUB COMMITTEE

The Prevention and Awareness Committee was newly established in 2021 and meets bi-monthly. Quoracy is defined by the presence of each statutory member (Essex Adult Social Care, Essex Police, Clinical Commissioning Groups). Key deliverables have been:

1. Develop and manage an effective multi-agency communication strategy, to raise the awareness of the need for adult safeguarding and the prevention of abuse and neglect.
2. Develop a programme, to seek the views of adults with lived experience of s42 enquiries, in order to improve policy, practice and any further experience.
3. Develop and oversee safeguarding awareness campaigns, particularly in relation to the annual National Safeguarding Awareness week
4. The Committee Chair to formally report quarterly to the ESAB Executive Committee, on progress.

The Committee has made good progress in sharing a multi-agency communication and content strategy, amplifying each agency's voice in safeguarding, and covering numerous topics. Partnership has been strengthened through regular communications, and we were pleased to welcome Neighbourhood Watch Essex, who have provided insight into grassroots community safeguarding. Public awareness has been significantly raised through the use of ESAB's social media channels and 'human stories' campaign, which partner agencies have also delivered via their comms channels.



10.3.1 COMMUNICATIONS

To raise awareness and share learning, our communications focus on email bulletins; a social media presence and our website, serving professionals and the general public.

For the fourth year running, ESAB supported the National Safeguarding Adults Awareness Campaign and hosted a week, where we delivered information on Modern Day Slavery; Cuckooing; County Lines; Domestic Abuse and Hate Crime. All content was made available via our web resources, and a series of webinars and e-learning modules provided learning sessions.

ESAB email bulletins are sent fortnightly, and include information on safeguarding adult development; relevant e-learning and training; campaigns and relevant matters shared by partners. The bulletins are predominantly focused for professionals.

ESAB social media presence is focused on informing and educating the general public about safeguarding adults. In 2022 it was designed to highlight types of abuse, set as monthly themes.

60,609

Facebook page reach, 1st April 2021 - 31st March 2022

74,065

Facebook page impressions, 1st April 2021 - 31st March 2022

1,431

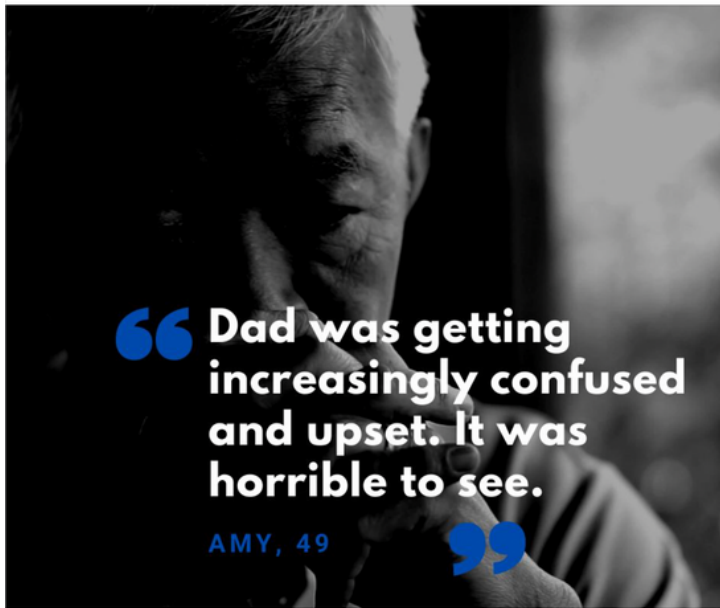
Bulletin subscribers

1,086

Twitter followers

This week it's Dementia Awareness Week. The theme for 2022 is diagnosis, with diagnosis rates falling to a five year low. Research shows that the misconception around memory loss being a sign of normal ageing is the biggest barrier to people seeking a dementia diagnosis.

Amy* recalls the earlier stages of her Dad's memory going and how confused and upset he would be as situations appeared to change by the hour for him. "One minute he'd be part of the conversation, and then t... See more



441

4 comments 24 shares

What is Adult Grooming?

It's a gradual process. The abuser picks their target, build up trust, and the actual abuse, which is usually sexual or financial, doesn't come until much later.

Ethan* developed a friendship with a female he'd met on the bus. ... See more



397

8 comments 68 shares

Essex Safeguarding Adults Board



It's time to have your say on the Mental Capacity Act 2005

Consultation is now open on the proposed changes to the Mental Capacity Act 2005 (MCA) Code of Practice, which includes guidance on the new Liberty Protection Safeguards (LPS) system. This consultation also seeks views on the LPS regulations, which will underpin the new system.

It is vital our voices in safeguarding are heard. The consultation is open till 17 July 2022, please ensure the link is forwarded to any relevant staff members to undertake.

Have your say

Could you tell if your neighbours home was taken over by a gang and used for drug dealing?

The practice of 'cuckooing' is rife in Essex. Cuckooing is when gangs use violence and abuse to target the homes of vulnerable people and use them as bases for drug dealing. It isn't always obvious to spot.

Victims of 'cuckooing' are often drug users but can include older people, those suffering from mental or physical health problems, female sex workers, single mums and those living... See more



10.4 SAFEGUARDING ADULT REVIEW SUB COMMITTEE

The Safeguarding Adults Board (SAB) is responsible for Safeguarding Adult Reviews (SAR), Section 44 Care Act 2014.

The Safeguarding Adults Board must arrange for a Safeguarding Adults Review if:

1. The person has died and the SAB suspects the death resulted from abuse or neglect (whether or not the Local Authority had been alerted to the abuse or neglect prior to death); or
2. The person is alive but the SAB knows or suspects that they have experienced serious abuse or neglect; and
3. There is a reasonable cause for concern about how the SAB, its members or other persons involved worked together to safeguard the adult.
4. ESAB can also commission and arrange a SAR if they think that there is learning for organisations and it is deemed that a person has experienced abuse and or neglect. This is known as a discretionary SAR.

The purpose of a SAR in the statutory guidance is to, 'promote effective learning and improvement action, to prevent further deaths and serious harm'. The aim is for lessons to be learnt from case findings, and for those lessons to be applied to future cases, to prevent similar risks of harm, neglect and or abuse reoccurring.

The Safeguarding Adult Review Sub-Committee has responsibility for considering referrals received, and for making recommendations to the Independent Chair, if a SAR is to be commissioned or not. If it is agreed by the Independent Chair, that a SAR is to take place, the SAR Committee will monitor the commissioning of an Independent Report and feedback on progress of findings and outcomes to ESAB and the Executive Committee, quarterly. The SAR Committee are also responsible for managing contacts with families; deploying ESAB's approvals and or critique; managing publication plans; developing action plans for organisational improvement; ensuring media attention is managed and linking with other Sub- Groups to ensure that learning about SAR outcomes is shared and triangulated with safeguarding priorities in Prevention, Quality and Training.

10.4.1 SAFEGUARDING ADULT REVIEWS 2021 - 2022

8 SAR referrals received. 4 did not meet the criteria for a S.44 SAR. 1 referral led to the commissioning of a S44 discretionary review. 2 referrals were received later in the year, with decisions yet to be made in 2022/23 reporting year.

10 SAR cases open; pending or ongoing

5 SAR cases currently commissioned *

1 SAR case published - SAR Alan
Please see Appendix Three



* one SAR agreed in 2020/21 but delayed start due to Covid.



10.5 HEALTH EXECUTIVE FORUM



The Health Executive Forum is a joint Adults and Children's Sub-group, shared across Adults and Children's safeguarding arrangements. We have met throughout the reporting year, and have reviewed the following areas for ESAB:

SET FGM Pathway

This Pathway has been set out and agreed to ensure we can carry out FGM and Health Examinations across Southend, Thurrock and Essex Health; to ensure that our partners have support and that they can access FGM prevention services. It is also to ensure that if a child discloses that she has been mutilated, or if such a child is identified, then she will have equal access to a medical practitioner for a clinical examination.

Specialist Eating Disorder Services

We have supported a transformation business case, focussing on the three primary areas of medical monitoring, stability and support for individuals, with severe and/or enduring eating disorders, along with early intervention for 18-25 year olds. This has resulted in both North and South services now having a community dietician and the development of a wider Essex eating disorder Steering Group, to include carer involvement.



Alongside this, work has taken place to look at the following in relation to children:

- **Initial Health Assessments (IHA) Digital Process**
 - An agreed Principle to progress one digital solution for Southend, Essex and Thurrock to show the point at which the child is within the IHA pathway (live database).
- **Under 13 year old pathway Sexual Assault Referral Centre (SARC)**
 - Working with a Senior Manager Commissioning Health and Justice (NHS England) to ensure effective systems are in place for the under 13 year old pathway.
- **Moving forward with Tier 4 bed provision**
 - Supporting the development of a three step approach in the new CAMHS tier 4 model. (Note: under 13s sit with NHSE/I).
- **A&E Notification and assessment**
 - A Project around pre-graded electronic notifications for Essex Children & Families Welfare Service (ECFWS).
- **Placement breakdown escalation process and pathway**
 - A Pathway developed to ensure appropriate action is taken if a LAC placement breaks down

Work across all areas will continue into 2022/23

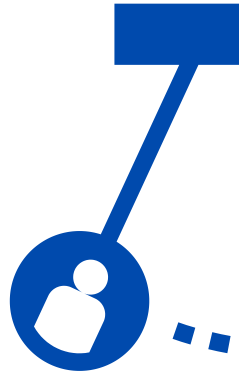


10.6 LEARNING & DEVELOPMENT SUB COMMITTEE



Following the success of the Virtual safeguarding training program in 2020/21 and during the Covid 19 Pandemic, the decision was made to continue this method of training. This has allowed the board to offer its training at a reduced cost to delegates attending.

Going forward the method of delivery will be reviewed and lead by delegates attending courses as to their preferred method of training.



Virtual Classroom based courses:

142 delegates

Over 8 courses on the Designated Safeguarding Adult Leads training.

31 delegates

Over 3 courses on the Safeguarding Adults Basic Awareness training.

25 delegates

Over 2 courses on the Risk Taking, Unwise Decisions and Safeguarding Training

E-Learning:

E-learning continued to be a very engaging way to reach students with over 1000 people completing the introductory course to safeguarding.

Introduction to Safeguarding Adults e-learning.

1049 completions

Safeguarding Adult Reviews (Wendy & Ruth):

284 completions

Joint adults and children learning:

Hidden harm – Drugs and Alcohol: A total of 34 people completed.

Exploitation: A total of 543 people undertook with 316 of which completed the adult section.

There were no course cancellations in 2021.



10.7 SET POLICY & PROCEDURES WORKING GROUP

This group covers Southend, Essex and Thurrock, and reports to ESAB via the SET Policy & Procedures Committee (see organisational chart for reference).

The SET working group met three times in the reporting year; work across the multi- agency partnership and 3 Local Authorities, to provide a shared approach to adult safeguarding across the region.

During 2021/22 the group reviewed and updated:

- SET Safeguarding Adult Guidelines
- Modern Day Slavery Policy
- Safer Recruitment Guidance
- Hoarding Guidance
- SET Safeguarding Adult Concern Referral Form


The group will continue to monitor policy and procedural updates, when required, in line with national legislation and local agreements, to include Liberty Protection Safeguards, pending the government release date.





11. STRATEGIC PRIORITIES FOR 2024 ONWARDS

ESAB will work to clearly establish these priorities via partner consultation in 2023, however from current information and learning gained in 21-22, priorities are appearing to be developing in the following areas:

- 
- Suicide prevention
 - Continued upskilling of the Care Sector
 - Quality Assurance in ICS safeguarding activity
 - Continued work on Prevention, notably Neglect
 - Practice improvement and training
 - Embedding change and practice improvement identified in Safeguarding Adult Reviews
 - Continued and strong partnership working

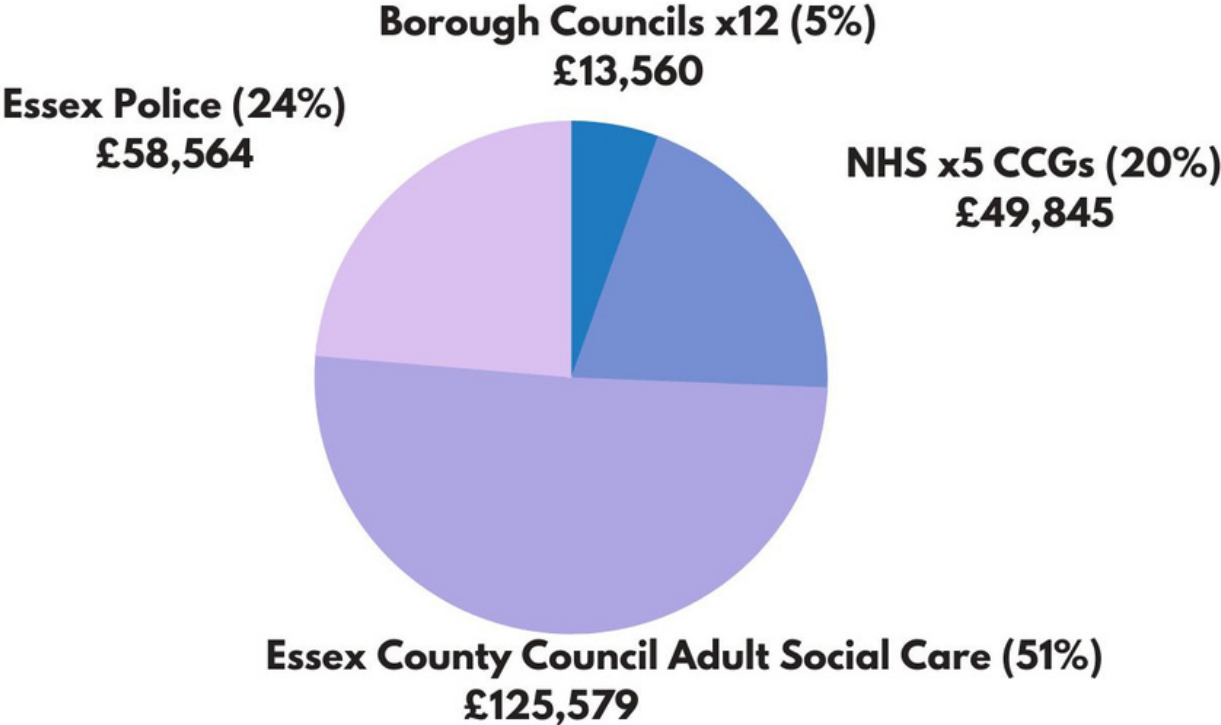
12. APPENDIX 1

INCOME AND EXPENDITURE



Partner Contributions

£247,548.00



12. APPENDIX 1 INCOME AND EXPENDITURE (CONT.)



Total expenditure:
£253,950.00

** additional expenditure taken from agreed reserves.

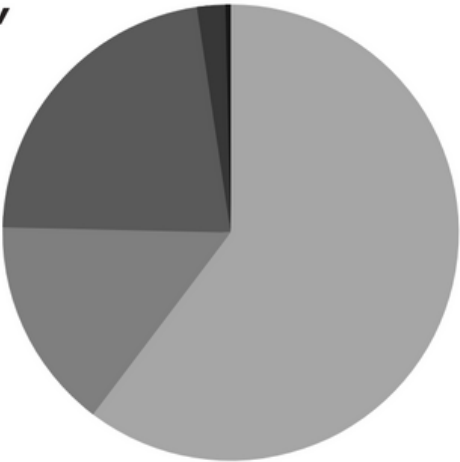
Training Income
£7,870.00



Training Expenditure
£4,640

Serious Case and Other Review
£51,361

Independent Chair
£34,708



Employees
£139,139

13. APPENDIX 2:

STRUCTURE OF THE ESSEX SAFEGUARDING ADULTS BOARD

ESSEX SAFEGUARDING ADULT BOARD

EXECUTIVE COMMITTEE

SAFEGUARDING
ADULT REVIEW
COMMITTEE

PREVENTION &
AWARENESS
COMMITTEE
(COMMS)

QUALITY
COMMITTEE

LEARNING AND
DEVELOPMENT
COMMITTEE*

SET POLICY
COMMITTEE**

HEALTH
EXECUTIVE
FORUM***

*Joint committee with ECSB and SETDAB

**Joint committee with Southend and Thurrock SABs

***A forum where those responsible for the safeguarding of children, adults, and looked after children in health services across Southend, Essex and Thurrock (SET)



14. APPENDIX 3:

SAFEGUARDING ADULT REVIEW: ALAN

Alan was 58 years old at the time of his death, having attempted to take his own life whilst at home and later being pronounced deceased at hospital. He had lived alone, and independently for a number of years, in accommodation provided by the Local Authority. He had a long history of poor mental health and had been supported by mental health services over a thirty-year period. He had a diagnosis of bipolar affective disorder, complicated by alcohol and drug addiction.

The SAR reviewed the following key themes.

- Person centred approach to safeguarding.
- Discharge care plan developed before discharge from hospital.
- Managing the risk of clinical disengagement when a person is discharged from hospital and struggles to engage with health and social care services, when they return home.
- Police welfare checks and safeguarding referrals.



It is the responsibility of the individual organisations to progress and monitor their own agency/service recommendations and to make service improvements. ESAB via the SAR subcommittee, monitor evidence of action plan outcomes, to ensure learning has been embedded and best practice has been shared across all relevant organisations.

Alan: recommendations

#1: The new arrangements introduced across the Castle Point and Rochford CCG, to identify and coordinate services for vulnerable people, have the potential to greatly improve the service provided to those who are hard to reach. This should be promoted as best practice with all Clinical Commissioning Groups.

#2: Whilst implementing the new Mental Health Framework for Adults and Older Adults, the Essex Partnership University Hospital NHS Foundation Trust should develop a policy that is understood and consistently followed by staff across inpatient and community settings. The Trust should have assurance mechanisms in place to monitor and oversee the application of this policy in its services.

#3: Essex Safeguarding Adults Board should develop a programme of multi-agency training, focussing on how agencies work together to safeguard people who may be difficult to engage with.

"Developing policies that are understood and consistently followed by staff"

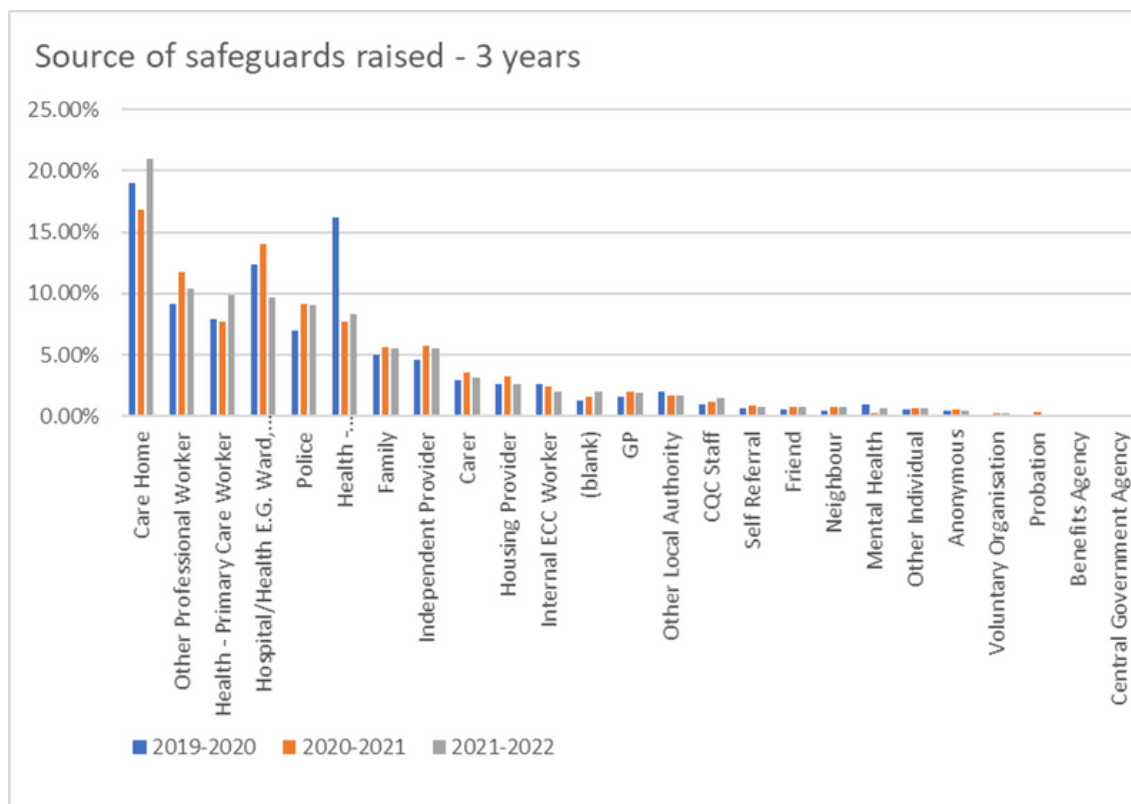
Alan: recommendations (cont.)

- #4:** Managers and professionals working in the Community Mental Health Teams, should receive additional training in the management of risk following clinical disengagement. This should include the coordination of partnership working through strategy and professional meetings.

- #5:** Essex Police should ensure that its Welfare Check policy is promoted with partnership agencies. This should further include how specialist safeguarding teams are accessed to support partnership working.

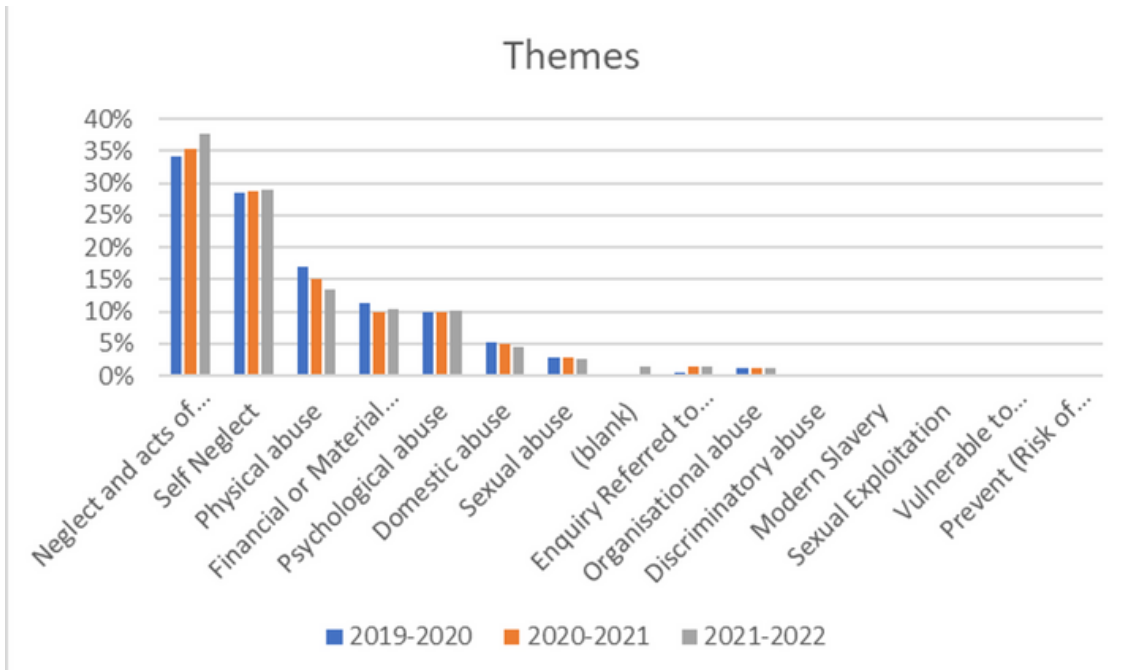
- #6:** Essex Partnership University Hospital NHS Foundation Trust should update its Clinical Disengagement Policy, to include specific guidance in the use of police welfare checks.

15. APPENDIX 4: QUALITY COMMITTEE DATA

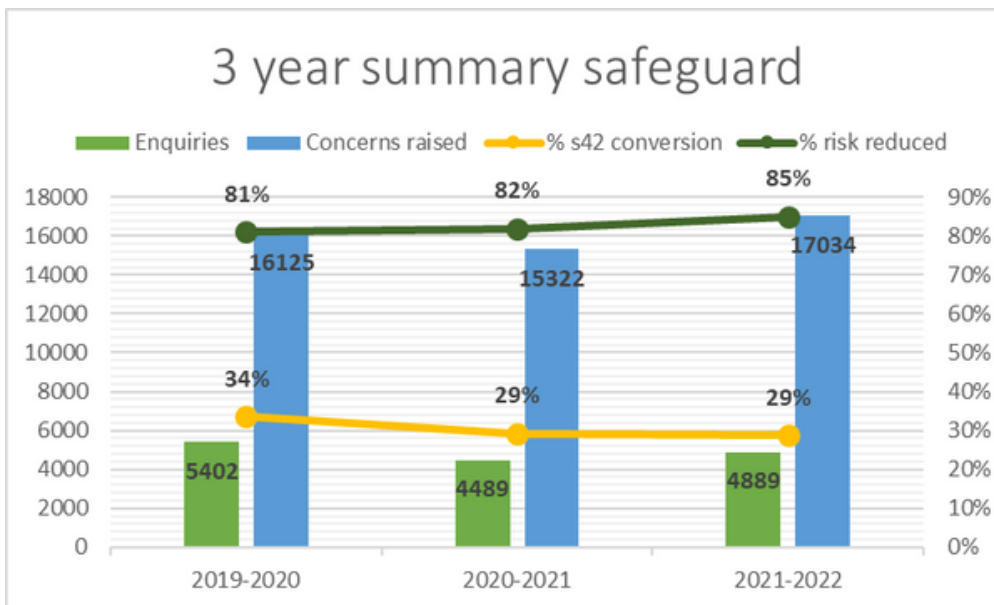


Care home referrals remain the significant source of safeguards. The Benefits Agency and central government make the least number of referrals. Safeguards from police are 10% higher than last year; health professionals 5% higher and care homes 39% higher.

QUALITY COMMITTEE DATA (CONT.)



Neglect and Acts of Omission has increased year on year (it is worthwhile noting the broad spectrum of safeguards this covers, including falls, medication, missed visits etc.)



- **Concerns raised** - initial concern raised by professional. Member of the public
- **Enquiries** - this is when a concern becomes a Section 42 enquiry
- **% s42 Conversion** - this is the percentage of concerns that lead to an Adult safeguarding enquiry
- **Risk Reduced** - this highlights the reduction in risk for the person named in the concern/safeguard enquiry

QUALITY COMMITTEE DATA (CONT.)

A person is more likely to have their safeguard referred for S42 enquiry if they are over the age of 75.

Age Bracket	Concern Only	Concern to Enquiry	Grand Total	% conversion
18-24	683	150	833	18%
25-39	1522	363	1885	19%
40-64	2990	798	3788	21%
65-74	1464	554	2018	27%
75-84	2351	1168	3519	33%
85-90	1705	920	2625	35%
91-95	912	674	1586	42%
96+	425	286	711	40%
Not Recorded	80	9	89	10%
Grand Total	12132	4922	17054	29%

17,054 safeguards were raised in relation to 11,115 people in 2021-22

** There is a difference in safeguards raised vs people because duplicates can be made for a person depending on multiple needs. Not always the same abuse type raised, estimated 5% of the 17,054 are true duplications (same person, same abuse type).

Age Bracket	Number	% people
18-24	564	5%
25-39	1261	11%
40-64	2449	22%
65-74	1291	12%
75-84	2252	21%
85-90	1697	15%
91-95	1057	9%
96+	463	4%
Not Recorded	81	1%
Total	11115	100%

QUALITY COMMITTEE DATA (CONT.)

Location	2019-2020	2020-2021	2021-2022
Own home	60%	61%	56%
Care home - residential	19%	19%	20%
Care home - nursing	5%	4%	7%
Hospital	7%	6%	5%
Other	3%	3%	3%

Abuse within the home remains the significant location, albeit with a 5%-point reduction on last year. Increase in care/nursing home abuse locations – further investigations may need to be undertaken to establish why.

16. APPENDIX 5: ESAB STRATEGY

Our Vision

Essex Safeguarding Adults Board (ESAB) will work in partnership and collaborate to ensure that adults at risk of abuse and neglect are able to live safely, with the rights and freedoms of citizenship.

Our Mission

ESAB will work together to seek and gain assurance, through effective and transparent processes, to ensure that adults at risk of abuse or neglect are supported to live safe lives through delivering against the priorities of prevention, learning, awareness and quality, and holding each other accountable.

Our Priorities

Priority 1 – Prevention & Awareness

We will improve the awareness of adults at risk within and across our communities and partner agencies, and we will work to prevent abuse and neglect.

Priority 2 – Learning

We will be open and transparent, sharing lessons learned from safeguarding practice and promote the development of an up to date, competent and skilled shared workforce.

Priority 3 – Quality

We will assure our own work, learn from experience, and set up processes to give insight into our ongoing commitment to continuously improve safeguarding practices.

APPENDIX 5: ESAB STRATEGY (CONT.)

PRIORITY 1

PREVENTION & AWARENESS

'I want to live safely, I know what abuse is, and I know how to get help'

WE WILL: work to prevent abuse and neglect and we will improve the awareness of adults at risk within and across our communities and partner agencies

Our Objectives

1. We will seek assurance that all agencies are clear about their obligations to deliver adult safeguarding activity which prevents abuse, crime, neglect, self-neglect and exploitation.
2. We will seek assurance that agency obligations are supported by clear processes which directly support the Southend, Essex and Thurrock (SET) Multi- Agency Adult Safeguarding Policy & Procedures, as a model of good practice.
3. We will work with each other and collaborate, to maximise our multi-agency practice to reduce risk and improve lives.
4. We will raise public awareness about and for adults at risk; what can be done to help; how communities can raise concerns and how the work of the Board is vital for planning; assurance, oversight, transparency and accountability.
5. We will ensure that the voices of adults at risk are sought, heard, listened to and acted upon, and that we engage with local communities ensuring we are transparent about what we are saying we are going to do and how we will measure it.

APPENDIX 5: ESAB STRATEGY (CONT.)

PRIORITY 2 LEARNING

'I am confident in the people who help me and they are confident in how to effectively safeguard'

WE WILL: learn from our experience and share our learning to enable professional competence

Our Objectives

1. We will seek assurance that all statutory agencies have training in place to deliver their adult safeguarding obligations to prevent abuse, crime, neglect, self-neglect and exploitation.
2. We will seek assurance that agency training is aligned with the SET Multi-Agency Adult Safeguarding Policy & Procedures, local and national learning.
3. We will ensure that having sought the voices of adults, that a positive impact is made on training, learning and development.
4. We will share lessons learned from Safeguarding Adult Reviews and hold agencies accountable.

APPENDIX 5: ESAB STRATEGY (CONT.)

PRIORITY 3 QUALITY

'I am confident that the people will work with me and with each other, to achieve my outcomes'

WE WILL: assure our work and continuously improve our safeguarding practice

1. We will ensure that agencies are accountable for quality outcomes in their practices
2. We will ask for feedback and learn from people's experiences and put that learning into practice.
3. We will ensure that our performance is reviewed and evaluated.
4. We will ensure that partners measure and evaluate their own safeguarding activity and share that information with our Board.
5. We will work to ensure that safeguarding practice is lawfully compliant and practice is made personal at every opportunity.

17. APPENDIX 6: ESAB BUSINESS PLAN

Our Business Plan for 2021 - 2022 provides information on specific key aims, supporting actions and target timescales required to deliver the Board's priorities. Progress in relation to the plan will be reviewed at each meeting of the ESAB. A Red, Amber, Green (RAG) rating is used to assess progress in relation to each action.

The following index indicates how the rating is decided:	
Green	Action complete
Amber	Action on track and progressing to plan
Red	Major problems and issues threatening the action, behind schedule and not expected to recover

Priority 1 - Prevention & Awareness

We will improve the awareness of adults at risk within and across our communities and partner agencies, and we will work to prevent abuse and neglect.

'I want to live safely, I know what abuse is, and I know how to get help'

WE WILL: work to prevent abuse and neglect and we will improve the awareness of adults at risk within and across our communities and partner agencies

Objective What we plan to achieve	Actions How we will achieve it	Lead Officer/ Group/ Agency	Measurement How we measure success	Timescale	RAG status and comments
1.1 We will seek assurance that all agencies are clear about their obligations to deliver adult safeguarding activity which prevents abuse, crime, neglect, self-neglect and exploitation.	1.2.1 ESAB will deliver a Quality Assurance Self-Assessment that will require agencies to provide assurance to ESAB that robust systems are in place including information sharing and MCA/DoLs practice	Performance, Quality and Audit Sub-Committee	Completion of Self-Assessment and subsequent analysis reported to ESAB 90% of partners will submit completed self-assessments Partners will achieve an overall compliance score of 80%	May 21 - Self Assessment tool to partners October 21 - Analysis of completed assessments to Quality Committee December 22 - Report findings to Executive committee ahead of ESAB	Self-Assessment sent out and responses received - reviewing and report development taking place

Objective What we plan to achieve		Actions How we will achieve it	Lead Officer/ Group/ Agency	Measurement How we measure success	Timescale	RAG status and comments
1.2	We will seek assurance that agency obligations are supported by clear processes which directly support the Southend, Essex and Thurrock (SET) Multi-Agency Adult Safeguarding Policy & Procedures, as a model of good practice.	1.2.2 ESAB will deliver a multi-agency staff survey to provide assurance to ESAB that safeguarding systems are understood by staff and ensure their wellbeing.	Performance, Quality and Audit Sub-Committee	Completion of Staff survey and subsequent analysis reported to ESAB	June 22 – staff survey to partners October 22 – Analysis of survey to quality committee December 22 – Report findings to Executive committee ahead of ESAB	Staff survey and responses received - reviewing and report development taking place
1.3	We will work with each other and collaborate, to maximise our multi-agency practice to reduce risk and improve lives.	1.3.1 Update SET Modern Slavery guidance to ensure it is in line with national policy and practice	SET Policy group	Publication of updated guidance	July 21	Completed and published December 2021
		1.3.2 Work with partners to develop an approach that ensures children continue to be safeguarded as they become adults	Task and Finish Group	Approach developed to ensure that children continue to be safeguarded as they become adults	April 22	Completed and protocol in place

Objective What we plan to achieve		Actions How we will achieve it	Lead Officer/ Group/ Agency	Measurement How we measure success	Timescale	RAG status and comments
1.4	We will raise public awareness about and for adults at risk; what can be done to help; how communities can raise concerns and how the work of the Board is vital for planning; assurance, oversight and accountability.	1.4.1 National Safeguarding Awareness Week (NSAW) 2021	Communications and Engagement Group	Delivery of successful campaign	November 21	Completed with analysis of week presented to Board in January 22
		1.4.2 Monthly Bulletins providing updates on ESAB activity as well as local and national safeguarding news	Communications and Engagement Group	Quarterly bulletins and a 15% annual increase in subscribers (Baseline 1440)	April 22	Bulletins being circulated regularly
		1.4.3 Regular social (Twitter, Facebook etc) media posts providing key safeguarding messages Communications and Engagement Group Daily media posts and a 15% increase in Twitter followers (Baseline 1008) April 22 1% increase at 1 Sept 21 (1018 followers) but more significant increase following NSAW 21				

Objective What we plan to achieve	Actions How we will achieve it	Lead Officer/ Group/ Agency	Measurement How we measure success	Timescale	RAG status and comments
<p>1.5</p> <p>We will ensure that the voices of adults at risk are sought, heard, listened to and acted upon, and that we engage with local communities.</p>	<p>1.5.1 Establish a ESAB Prevention and Awareness Committee</p>	<p>ESAB Support Team</p>	<p>Establishment of Prevention and Awareness Committee</p>	<p>June 21</p>	<p>Now established - meeting bi monthly</p>
	<p>1.5.2 Establish system to ensure adults at risk are able to engage in ESAB business</p>	<p>Healthwatch Essex Prevention and Awareness Committee</p>	<p>System established to ensure that adults at risk are engaged in ESAB business</p>	<p>May 21</p>	<p>Proposals approved at Exec March 2021, delayed due to capacity of team, commenced again in June 2022</p>
	<p>1.5.3 Develop a new ESAB website that is more accessible to professionals and public</p>	<p>Prevention and Awareness Committee</p>	<p>Delivery and publication of the new website</p>	<p>April 2023</p>	<p>Following a proposal from the Prevention & Awareness committee in May 2023, agreement was given to seek bids to develop a new ESAB website, procurement for this is expected to start in July 2022</p>

Priority 2 - Learning

We will be open and transparent, sharing lessons learned from safeguarding practice and promote the development of an up to date, competent and skilled shared workforce.

‘I am confident in the people who help me and they are confident in how to effectively safeguard’

WE WILL: learn from our experience and share our learning to enable professional competence

	Objective What we plan to achieve	Actions How we will achieve it	Lead Officer/ Group/ Agency	Measurement How we measure success	Timescale	RAG status and comments	
2.1	We will seek assurance that all statutory agencies have training in place to deliver their adult safeguarding obligations to prevent abuse, crime, neglect, self-neglect and exploitation.	See 1.2.1	ESAB Quality Committee (alongside the SET Safeguarding Adults working group)		April 2022	Work to commence in April 22 as part of the Self assessment audit (1.2.1)	
2.2	We will seek assurance that agency training is aligned with and SET Multi-Agency Adult Safeguarding Policy & Procedures, and local and national learning.	See 1.2.1	ESAB Quality Committee (alongside the SET Safeguarding Adults working group)		April 2022	Work to commence in April 22 as part of the Self assessment audit (1.2.1)	

Objective What we plan to achieve		Actions How we will achieve it	Lead Officer/ Group/ Agency	Measurement How we measure success	Timescale	RAG status and comments	
2.3	We will ensure that having sought the voices of adults, that a positive impact is made on training, learning and development.	2.3.1 Complete a Review of ESABs Learning and Development plan ensuring that it includes the voice of the adult throughout the content. Also ensure that content includes: Mental Capacity and Liberty Protection Safeguards in relation to safeguarding Legal literacy/ compliance Modern Slavery Domestic Abuse Sexual Violence	Learning and Development Sub-Committee	Completion of Learning and Development Plan review	September 22	Report due to be presented at Executive group on 14.09.22	
2.4	We will share lessons learned from Safeguarding Adult Reviews (SARs) and hold agencies accountable.	2.4.1 Develop e-learning about learning from SAR's about MCA practice	Learning and Development Sub-committee	Development of SAR e-learning about MCA practice	Dec 21	Capacity within the team and backlog of SARs	
		2.4.2 Develop resources for practitioners to share learning from SARs	Learning and Development Sub-Committee	Resources developed to promote the learning from SARs as they are published	Ongoing	E-learning developed for Ruth and Wendy SARs. 5-minute briefing published for William SAR	

Priority 3 - Quality

We will assure our own work, learn from experience, and set up processes to give insight into our ongoing commitment to continuously improve safeguarding practices.

'I am confident that the people will work with me and with each other, to achieve my outcomes'

WE WILL: assure our work and continuously improve our safeguarding practice

	Objective What we plan to achieve	Actions How we will achieve it	Lead Officer/ Group/ Agency	Measurement How we measure success	Timescale	RAG status and comments	
3.1	We will ensure that agencies are accountable for quality outcomes in their practices	3.1.1 ESAB will seek assurance from commissioners and regulators about the safety and quality of care provision in Essex: quarterly data in the ESAB Dashboard Annual updates from ECC Provider Quality Team Annual update to ESAB by the Care Quality Commission Bi-annual updates from CCG Commissioners	Performance Quality and Audit sub-committee (PQ&A)	Inclusion of quarterly CQC data in the ESAB dashboard.	Ongoing	Data in dashboard	
		3.1.2 ESAB will seek assurance from commissioners and regulators about the quality and safety of independent mental health hospitals in Essex	ESAB Quality committee	Provision of regular updates and data through the year	Ongoing through to April 2022		

Objective What we plan to achieve		Actions How we will achieve it	Lead Officer/ Group/ Agency	Measurement How we measure success	Timescale	RAG status and comments
3.2	We will ask for feedback and learn from people's experiences and put that learning into practice.	3.2.1 mainstream system to seek adults' views at the end of S42 enquiries, to test MSP effectiveness See 2.3.1	SAR Officer ESAB Quality committee	Pilot project established in Mid Essex	April 2021	Pilot commenced in Mid Essex Feb 21 but was put on hold due to covid and staff capacity Due to be included on the ESAB agenda for Oct 22
3.3	We will ensure that our performance is reviewed and evaluated.	3.3.1 Complete a SAR Thematic Review for 2020/21 that builds on the Thematic Review completed in February 2020	SAR Committee ESAB Support Team	Completion of a SAR Thematic Review	May 21 - Report to SAR committee	Draft completed. Conclusions and recommendations to be developed by SAR sub-committee. Originally delayed due to staff capacity
		3.3.2 ESAB to commission a Local Government Association Peer review of ESAB	Executive Committee	Completion of Peer Review	April 23 - Peer Review completed	Not yet commenced
3.4	We will ensure that partners measure and evaluate their own safeguarding activity and share that information with our Board.	See 1.2.1				

Objective What we plan to achieve		Actions How we will achieve it	Lead Officer/ Group/ Agency	Measurement How we measure success	Timescale	RAG status and comments	
3.5	We will work to ensure that safeguarding practice is lawfully compliant and practice is made personal at every opportunity.	3.5.1 ESAB to establish a Memorandum of Understanding that will allow it to receive assurance about LeDeR activity and learning in Essex including: PQ&A to receive regular quarterly reports providing assurance about: how the backlog of reviews is being reduced the outcomes from reviews and how the learning is being addressed in Essex How LeDeR Reviews and SARs will work together	ESAB Support Team	Establishment of Memorandum of Understanding	April 21	Completed Jan 21	
		3.5.2 ESAB will receive assurance that partners are on track to implement Liberty Protection Safeguards legislation in time for its implementation in April 2022	Quality committee	Quality Committee to monitor DoLs and LPS data quarterly to ensure good progress is made in the management of casework	April 2022	DoLs data in dashboard. LPS data not yet available	
			Health Executive Forum (HEF)	HEF to review regularly progress being made in implementing the changes	April 2022	Progress reports being received at each HEF meeting. Will form part of workplan when developed	

Objective What we plan to achieve		Actions How we will achieve it	Lead Officer/ Group/ Agency	Measurement How we measure success	Timescale	RAG status and comments	
3.5		3.5.3 ESAB will continue to commission Safeguarding Adult Reviews where cases meet the statutory criteria. Each SAR will include MSP principles, terms of reference to include hearing the voice of the adult and including adult/families in the review, and resultant learning that examines MSP practice.	SAR committee	Monthly reports to the SAR committee and quarterly reports to ESAB inclusion in ESAB Annual Report.	Ongoing	Ongoing - reports provided to SAR Committee monthly and Exec quarterly	
		3.5.4 ESAB will ensure that adult safeguarding legal literacy/ compliance training is available to partners as part of its training review (2.3.1)	Learning and Development sub-Committee	Completion of learning and development review adult safeguarding legal literacy/ compliance training is available to partners	April 2022	Report due to be presented in September 22	

